Enlisted Military Education Review Council
24 May 2006

EJPME
Army Implementation Plan

SGM John Cross
CAL

VICTORY STARTS HERE!

The NCO Pentathlete

The NCO Pentathlete is effective in any environment and proficient in all aspects of

Vision

An innovative, competent professional enlisted leader grounded in heritage, values, and tradition that embodies the Warrior Ethos; champions continuous learning; and is capable of leading, training, and motivating Soldiers. An adaptive leader who is proficient in joint and combined expeditionary warfare and continuous, simultaneous full spectrum operations, and resilient to uncertain and [illegible]ironments.

- **This is our Vision for the NCO Corps**
- **Our development strategy will focus on growing these leaders**
- **Competence in joint**

The NCO must always:

- **Lead by example**
- **Train from experience**
- **Maintain and enforce standards**
- **Take care of Soldiers**
- **Adapt to a changing world**

Links future characteristics to NCO history

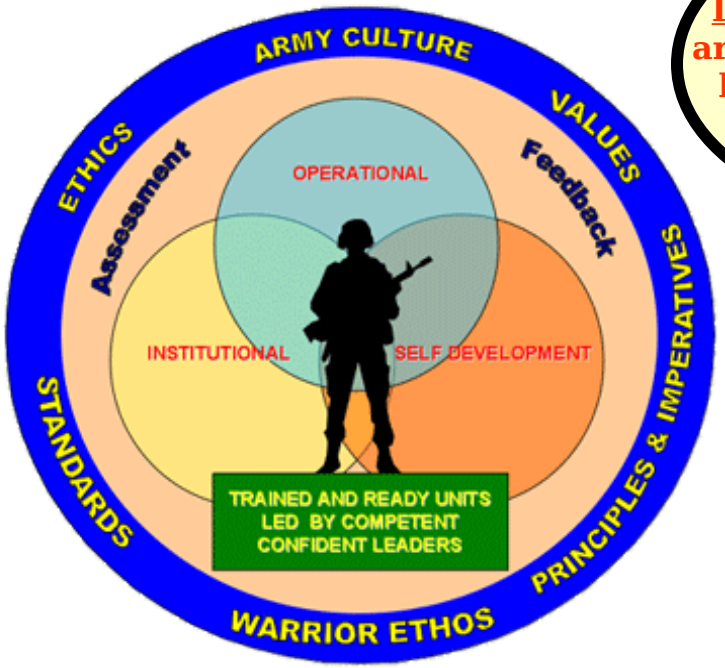
The NCO Pentathlete is a:

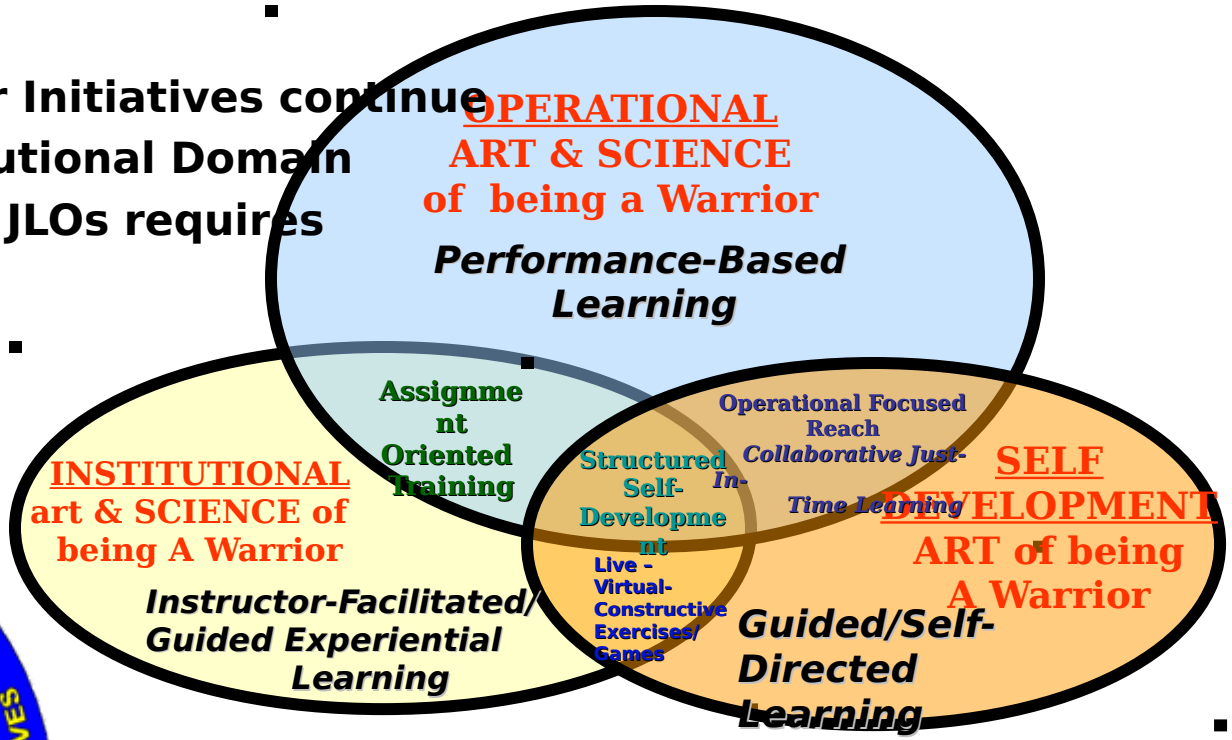
- **Critical & Creative Thinker**
- **Warrior Leader**
- **Leader Developer**
- **Ambassador**
- **Resource Manager**

Learning Model

Expanding the Training and Leader Development Model to a Learning Model)

- **Force Generation & Other Initiatives continue to limit time in the Institutional Domain**
- **Integrating EJPME JLAs & JLOs requires a creative approach**

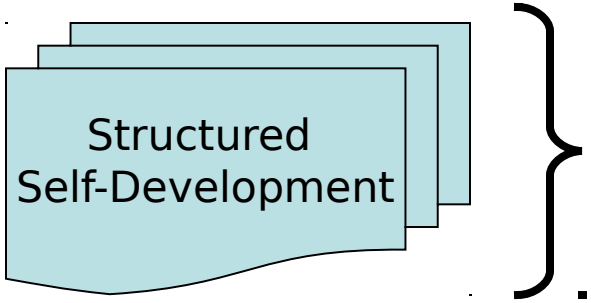




- **The Self-Development Domain linked to & supported by JKDDC offers great potential for joint learning**
- **There are three primary areas where we see the integration of JLAs & JLOs:**
  - ✓ **Structured self-development**
  - ✓ **Assignment Oriented Training (Joint Assignments)**
  - ✓ **Related existing/proposed Institutional**

Implementing Strategy

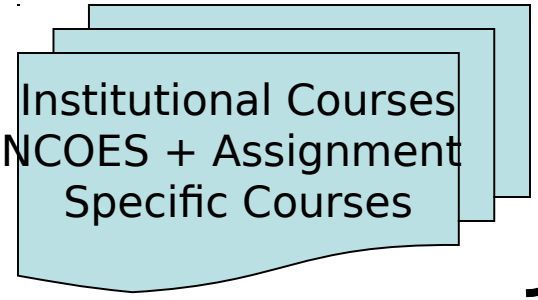
Learning Materials on JKDDC



Five Levels

1. Between IET & WLC - PFC to SGT
2. Between WLC & BNCOC - SGT-SSG
3. Between BNCOC & ANCOC - SSG
4. Between ANCOC & SMC - SFC-MSG
5. After the SMC - SGM/CSM

Learning Integrated into Related Course Ma



Four Levels of NCOES + Functional - AOT

1. WLC
2. BNCOC
3. ANCOC
4. SMC
5. BSNCOC & FSC
6. JFCOM KEYSTONE

Level 1 SSD/WLC

Structured self-development PFC to SGT Integrated into the WLC

- LA #1 - National Military Capabilities and Organization
  - Know the entire chain of command structure
  - Know the primary roles of the services
- LA #2 – Armed Forces Overview
  - Know uniform and rank insignias from all Services
  - Know the general customs and courtesies of the Services

- LA #1 - National Military Capabilities and Organization
  - Know the origin of and organization for national security
  - Know the unified and combatant commands
  - Know the organization, role and functions of the JCS
  - Know the military roles in homeland defense and civil support missions

Level 2 SSD/BNCOC

Structured self-development SGT to SSG integrated into BNCOC

- LA #1 - National Military Capabilities and Organization
  - Comprehend the organization, role and function of the JCS
  - Comprehend the chain of command structure
- LA #2 - Armed Forces Overview
  - Know Service's command, organization, structure, uniforms and general customs and courtesies
- LA #3 – Foundations of Joint Operations
  - Comprehend the military roles in homeland defense, organization of combatant commands, and joint learning resources

- LA #1 - National Military Capabilities and Organization
  - Comprehend the primary roles, functions and capabilities of the services
- LA #3 – Foundations of Joint Operations
  - Know fundamentals in joint warfare, JIM operations, info operations.
  - Apply proper leadership skills necessary to operate in a JIM environment
- LA#4 – National Security Overview
  - Know the National Security & Military Strategies, the instruments of national power, and the relationships among the strategic operational and tactical levels of war

Level 3 SSD/ANCOC

Structured self-development SSG

- LA #1 - National Military Capabilities and Organization
  - Comprehend the organization and functions of the national military command structure

Integrated into ANCOC

- LA #2 - Armed Forces Overview
  - Comprehend the Services' standards for uniforms, primary roles & missions,

Level 4 SSD/SMC

Structured self-development SFC-MSGIntegrated into the SMC (R/NI

- LA #2 - National Security Overview
  - Comprehend the process of formulating US national security
  - Comprehend the formal processes used within the DoD
- LA #1 - Foundations of Joint Operations
  - Comprehend the deliberate and crisis action planning process
- LA #3 Armed Forces Overview
  - Comprehend enlisted career/PME requirements, Senior NCO responsibilities, physical fitness levels, and supervisory responsibilities unique to each of the services

Level 5 SSD/AOT

Structured self-development SGM/CSM

- LA #1 National Military Capabilities and Organization
  - Value Service unique capabilities
  - Relate the military role in info opns
- LA #2 – Joint Doctrine
  - Value the interrelationship between Service doctrine and joint doctrine
- LA #4 – Defense Acquisition and Resourcing
  - Comprehend the appropriation and authorization process

KEYSTONE (Nominative)

- LA #1 - National Military Capabilities and Organization
  - Know the military role in combating WMD, homeland defense and civil support
- LA #2 – Joint Doctrine
  - Comprehend the process of developing joint doctrine and the Unified Command Plan
- LA #3 – Service, Joint, Interagency and Multinational Capabilities
  - Value the joint perspective and the increased power available
  - Comprehend Service, JIM and how these capabilities are integrated into the National Security Objectives
  - Understand military and civilian leadership relationships
  - Comprehend emerging concepts, joint operations and battle space awareness

Functional Courses

BSNCOC - SGT-SFC

- LA #1 - National Military Capabilities and Organization
  - Value Service-unique capabilities and limitations, employment, doctrine, and command structures that contribute to joint operations.
  - Relate the military role in information operations.
- Distributed Learning through Guided Self- Development
  - LA #2 - Joint Doctrine
    - Value the interrelationship between services

FSC - MSG/1SG

- LA #1 - Service, Joint, Interagency, and Multinational Capabilities
  - Know the military roles in combating WMD, homeland defense and civil service missions
- Distributed Learning through Guided Self-Development
  - Comprehend a program to motivate organizations with multiple service enlisted subordinates to accomplish organizational missions

Issues

- JS funding for development of self-development materials that can be shared across the services via JKDDC
- Leverage distributed learning materials developed for Joint Forces Staff College and identify appropriate integration into EJPME

Existing JKDDC Materials

Major Potential for Growth in Available Conte

- Joint Antiterrorism
- SNCO JPME
- DOCNET
- JTF-101
- Iraq Individual Augmentee Training (10 JTF-I Awareness Modules)
  - Introduction
  - JTF from Commanders perspective
  - Information management
  - Humanitarian Assistance NGOs in Iraq
  - Civil Military operations
  - Force Protection
  - Legal Issues Updated
  - Interacting with Iraqis
  - Introduction to Islam
  - Useful Links

JKDDC is a critical support tool for Self-development And just-in-time earning for deployment

JKDDC Courses on Army RDL

There are 11 JKDDC Courses on the Army Reimer Digital Library (RDL)

- Combating Trafficking in Persons
- Anti-Terror JPME
- Global C2 Systems-Joint
- Joint Staff Business Processes
- Joint Critical Infrastructure Protection
- Joint Planning Orientation Course
- Joint Operation Planning Execution System
- Homeland Security and Defense
- Joint Force Air Component Operations
- Defense Support to Civil Authorities
- Joint Special Operations Task Force

JFSC - Available Materials

The following courseware is available from the Joint Forces Staff C

- Introduction to AJPME
- Pre-Course Assessment
- JIP/JRP Requirements
- Introduction to Joint Duty & Existing Perceptions
- Joint Training System
- U.S. Military Command Establishment
- Joint Force Command
- U.S. Army Component Perspective
- U.S. Air Force Component Perspective
- U.S. Navy Component Perspective
- U.S. Marine Corps Component Perspective
- Joint SOF Perspective
- Reserve Component Perspective
- Information Operations (IO)
- Joint Public Affairs
- The Interagency Process
- MOOTW: Overview & Mission Analysis
- MOOTW: Peace Operations
- MOOTW: Foreign Humanitarian Assistance (FHA)
- MOOTW: Noncombatant Evacuation Operations (NEO)
- Multinational Issues
- Operational Art & CHROMITE Case Study
- Introduction to U.S. Africa Command
- USAFCOM Theater Strategic Estimate
- USAFCOM Theater Security Cooperation Plan (TSCP)
- USAFCOM Organization & Policies
- Introduction to Campaigning
- Operational Art: North Africa Campaign Case Study
- Battlespace Management
- Joint Intelligence
- Joint Logistics
- Joint Force Protection
- Rules of Engagement
- Asymmetric Warfare
- Introduction to Deliberate Planning (Changing to Contingency Planning for 06-07)
- Area Brief & Battlespace Preparation
- Mission Analysis & Commander's Intent
- Assumptions/Case Study

Way Ahead

- Add Joint tasks to the TRADOC CC 1Q07
- Training development of Enlisted JLA's 1Q08
- dL courseware development for 1Q08 structured self development tasks
- Implementation 1Q09